

Survive and Thrive, the Fearless Facilitator Method®

where *courage* meets *culture*

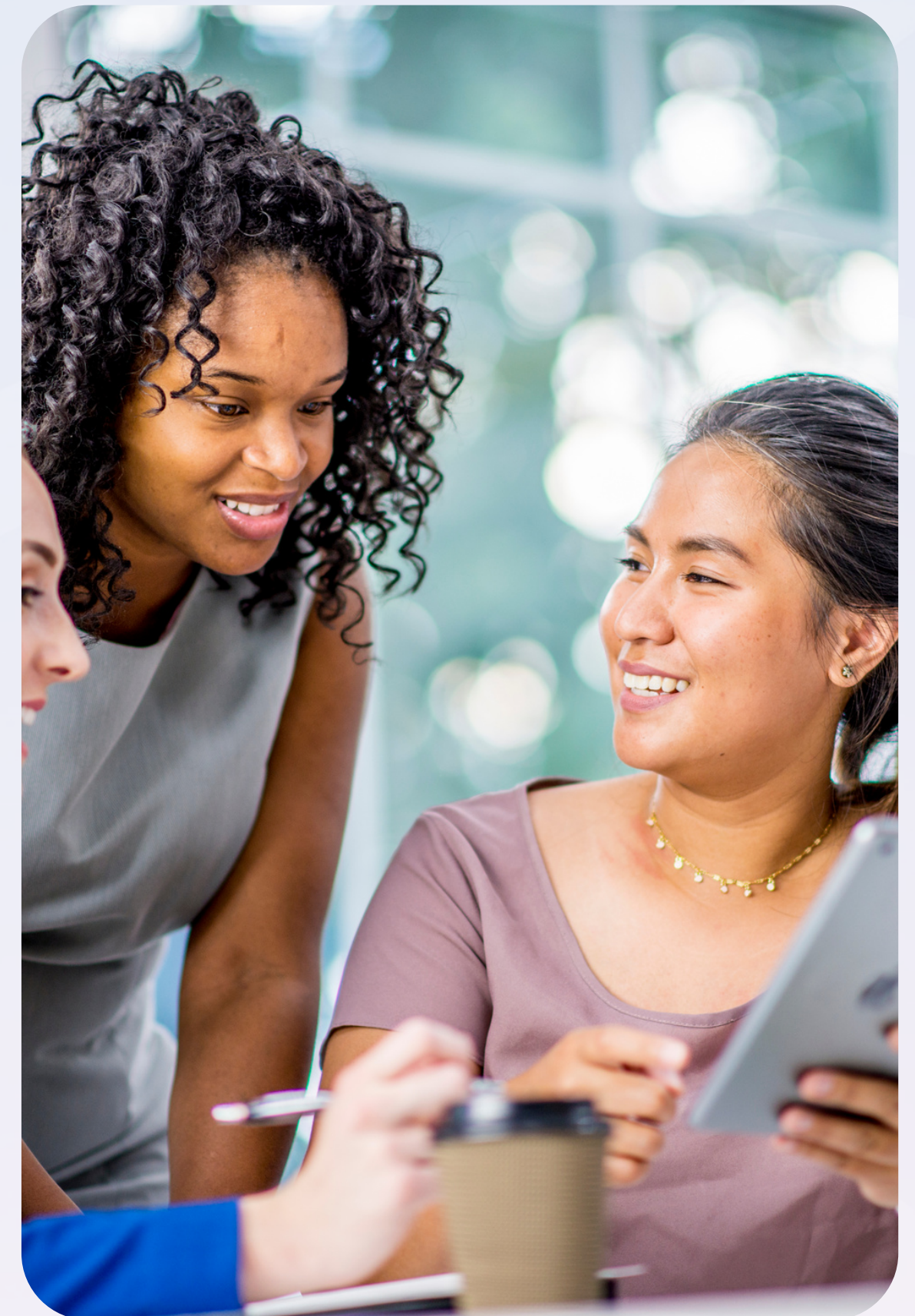
We equip leaders with the insight, tools and confidence to create sustainable, healthy high performance combining expert human facilitation with scalable, data-driven solutions

The Challenge: What Holds Organisations Back

In today's high-stakes environment, leaders face pressures that corrode trust, sap performance and blunt resilience. True success demands not just sound strategy but the courage to foster cultures where difficult truths are spoken and acted upon.

- Overwhelm from complexity and uncertainty, diluting confidence and agility.
- Leadership teams misaligned around what matters, creating strategic drift and burnout.
- Navigating regulatory, ethical or reputational landmines without a trusted internal compass.
- The human cost is talent disengagement, resistance to change, chronic risk or cultural stagnation.

Most organisations settle for surface-level solutions, missing the deeper human dynamics at play. Survive and Thrive, the Fearless Facilitator Method® gets to the emotional and strategic core, moving organisations from survive to thrive with clarity, confidence and connection.



Our Founder's Story

I was born under the bright lights of an Australian circus. At 16, I confronted cultural and institutional harm. I learned that trust must be earned and that human stories are transformational.

That foundation led me to develop Survive and Thrive, The Fearless Facilitator Method® - a values-built, psychologically safe pathway that helps leaders and teams face complexity and emerge stronger – bringing courage to your culture.

★ Where we are now

Today, I deliver this through strategic counsel and thought partnership, bespoke facilitation, and advisory packages creating career-defining outcomes, and culture led change in the most complex and high stakes environments.

★ The future

Our ambition is to scale that same approach with digital-first tools, real-time insight, behavioural nudges, simulations, and leader dashboards that bring fearless facilitation to every team, everywhere, without losing integrity or impact.



We equip leaders with the insight, tools, and confidence to create fearless, high-performing cultures combining expert human facilitation with scalable, data-driven solutions.

Our Solution

The Fearless Philosophy

The Fearless Facilitator Method[®] philosophy is grounded in a profound commitment to honest, courageous dialogue that drives real, lasting change. Drawing on a lifetime of breaking conventional boundaries, confronting difficult truths, and nurturing human potential in the face of complexity, Survive and Thrive, the Fearless Facilitator Method[®] embodies a way of working that turns challenge into transformation.



F - Face the Whole Picture:

We see the bigger picture, recognising patterns and underlying drivers of behaviour rather than reacting to isolated incidents. This holistic view helps us manage risk and reveal the true nature of challenges.

E - Embody Accountability:

We foster environments where responsibility is openly accepted, mistakes and failures are admitted, and real corrective action is taken. Leaders and teams practice radical transparency and own their outcomes.

A - Act with Courage:

We boldly challenge entrenched practices and beliefs, even when controversial or uncomfortable, to spark meaningful, positive change. Stepping beyond the comfort zone is where transformation begins.

R - Radically Collaborate:

We believe in co-creating solutions with diverse voices, balancing the value of hierarchy with the necessity of plurality and inclusion. Together, we surface richer insights and more robust strategies.

L - Lead with Empathy:

Human focused awareness is at our core. We lead with an understanding of the profound emotional, psychological, and ethical impacts of business decisions, always keeping people at the heart of our work.

E - Engage in Brave Dialogue:

We facilitate brave, evidence-based conversations that are both productive and surface tension and truth, ensuring psychological safety while confronting what matters most.

S - Sustain Resilience:

Our approach builds personal and collective capacity to thrive through uncertainty, fostering adaptability, agility, and strength in challenging contexts.

S - Shape Lasting Change:

We focus on outcomes that endure, guiding teams and organisations to not only weather crises but also leave a legacy of capability and impact that persists far beyond any single moment.

The Fearless Way of Working

Whole-Picture Insight: We reveal the interconnected systems and drivers shaping behaviour in teams and organisations.

Responsibility & Growth: By promoting accountability and openness, we encourage leaders to admit and learn from mistakes.

Bold Transformation: We challenge the status quo with courage and innovation.

Empathy & Impact: Every intervention is designed with a conscious awareness of human and ethical consequences, ensuring that business outcomes never come at the expense of people.



The Fearless philosophy is more than a method; it's a lived approach that combines courage, compassion, and strategic wisdom to address the underlying dynamics that hold organisations back and unlock their fullest potential.

Our Values

Born from trust earned, not given:

My earliest career working with dementia patients, the homeless, in a secure drug detoxification setting and advocating for those commonly overlooked formed the emotional backbone of our approach

Facilitation forged in empathy and complexity:

From community settings and frontline care to national defence and security, central Government, life sciences and public-sector transformation, our strategic mind stems from deep experience in high-stakes, culturally complex environments

Method built on rigorous values and impact:

Survive and Thrive, The Fearless Facilitator Method[®] begins with psychological safety and trust, surfaces ‘elephants in the room’, aligns values with behaviours, co-creates solutions and embeds lasting capability and legacy impact



Our Record



£1.5M Annual Savings – reinvested
in patient care (Healthcare)

Innovation Cycle Cut by 66% – from
18 months to 6 (Global Life Sciences)

Engagement & Trust Improved
during restructures and crises

Outstanding-rated services
achieved via cultural transformation

Faster Strategic Decisions – leaders
focusing on what matters most



Cultures of inclusion, openness and
healthy challenge embedded

Conflict transformed into
sustained high performance

Resilience and adaptability
strengthened for long-term
success

Psychological safety
normalised at all levels



“Exactly what we looked for.”

“One of the best bits of
training we’ve had.”

“A masterclass in facilitation
and delivery.”

“Stopped a small drama
becoming a big one.”

“As ever, Rachel Cashman is
arrestingly insightful”



Why Us

Our founder, Rachel Cashman is regarded as one of the UK's foremost strategic advisors for her rare blend of unwavering integrity, strategic instinct and resolute courage. What truly distinguishes her is this unique blend of sharp strategy and deep human insight, executed with absolute discretion.

Trusted in the Most Sensitive Situations

Rachel has repeatedly been called upon to navigate sensitive scandals, reputational risks and the toughest organisational crises, always steering with a steady, values-rooted hand and protecting client confidentiality as a non-negotiable priority.

Beyond strategy, Rachel possesses a rare ability to sense the underlying dynamics and read any room or situation building trust quickly and authentically, enabling honest conversations that others cannot spark or sustain.

Strategic Brilliance & Human Instinct

Recent crises that she has navigated have sharply increased her stock as the future national safe pair of hands in tackling entrenched cultural challenges with courage, balance and effectiveness delivering transformative, lasting impact without drama or ego.

Working alongside top executives and thought leaders, Rachel provides insight and counsel that is both visionary and pragmatic, helping clients make courageous decisions that align with their values and long-term goals.

Discreet, Lasting Impact

At the heart of the relationship is absolute trust. Rachel is often the unseen force working quietly behind the scenes to resolve the most contentious and potentially damaging issues before they escalate.

Rachel holds organisations accountable with compassion, confronting difficult realities while fostering collaboration and resilience that outlasts any crisis moment.

Return on Investment Today

Clarity in Chaos We cut through complexity, so you see the whole picture, not just the noise.

Culture Shift High-trust, high-accountability environments where people take ownership and speak up.

Risk Reduction Fewer costly mistakes, conflicts, difficult headlines and compliance breaches.

Leader Confidence Senior leaders equipped to navigate high-stakes challenges without causing harm.

Sustainable Performance Healthier teams delivering consistently high results without burnout.



We deliver transformation you
can see, measure and sustain
delivered through expert
human facilitation

Next Steps

We believe the greatest change happens when leaders face reality with courage, embody accountability, and dare to lead with empathy.

Fearless facilitation is not for everyone only for leaders ready to face reality with courage and lead cultures that thrive through uncertainty. If that's you, let's talk.

Take the first step, contact us to begin the conversation where courage meets culture and could transform your organisation.

We leave behind more courageous leaders, more resilient teams, and organisations built to thrive.



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